



Executive Director of Teacher Leadership and Talent Development

About the Education Achievement Authority: The Education Achievement Authority believes in disrupting the status quo in order to ensure a high-quality education for all students. Under the new leadership of the Chancellor, the EAA is committed to being a system of high-performing schools and not a school system. We believe that ALL of our students can and will achieve. We are always looking at ways to improve while enhancing the great work that our teachers, leaders and support staff do on a daily basis. Join our team!

Currently, the EAA contains fifteen schools of which twelve are direct-run and three are operated by a charter.

JOB TITLE: Executive Director of Teacher Leadership and Talent Development

REPORTS TO: Chief Talent Officer

Summary of Position:

The Education Achievement Authority is looking for a dynamic, experienced leader to serve as the Executive Director of Teacher Leadership and Talent Development. This position will be responsible for designing and leading professional development sessions for teachers as well as contributing to the teacher evaluation process. The work will be directly aligned with needs identified by our principals and Chief Talent Officer. In addition, this role will support the design and implementation of professional development for principals.

Minimum Qualifications:

- Master's Degree in education administration
- Five (5) years minimum experience as a principal.
- Experience in an urban school district is preferred.

Responsibilities and Essential Functions:

The Executive Director of Teacher Leadership and Talent Development's responsibilities will include, but not be limited to the following:

- Designs professional development opportunities for teachers based on needs identified by the Chief Talent Officer and our principals
- Supports implementation around teacher evaluation model and provides appropriate PD

- Provides support to principals in identifying best practices among teachers
- Provides principals training on how to observe and evaluate teachers
- Models highly effective instruction when needed
- Manages programmatic calendar for teachers professional development sessions
- Supports Chief Talent Officer in design and implementation of principal professional development
- Work with principals to implement with fidelity revised teacher evaluation rubric
- Providing coaching for principals around assessment of skills listed in rubric
- Train principals and other building administrators in order to improve inter-rater reliability on revised teacher evaluation rubric
- Perform other duties as required

Skills and Abilities Required:

The following characteristics and skills are important for the successful performance of assigned duties:

Empathy and commitment to cause:

- Deep understanding of the urban school system environment and commitment to improving student achievement.
- Passionately believes that all students can achieve at high levels.
- Demonstrates cultural competence and a deep understanding of and empathy for issues facing urban families.

Communication, interpersonal and team skills:

- Builds and maintains strong relationships.
- Works successfully alone or on a team.
- Coaches, coordinates, and leads teams.

- Strong verbal and written communication skills.
- Actively listens to others and able to effectively interpret others' motivations and perceptions.
- Builds consensus and resolves conflicts; exhibits willingness to have difficult conversations.
- Skillfully navigates existing political structures/systems.

Problem solving and systems thinking:

- Understands how various systems / departments interact to achieve the long term goal.
- Makes decisions using data and technology.
- Takes initiative to solve problems and create stakeholder buy-in.
- Identifies and prioritizes mission critical issues with alignment of people, time and resources.
- Offer innovative solutions to seemingly intractable problems.
- Exhibits strong focus on goals and results. Sets clear metrics for success.
- Thrives in achievement-oriented and fast-paced environment.
- Removes barriers or obstacles that make it difficult for principals to achieve their goals and ensures that school leaders have the resources they need to succeed.
- Demonstrates excellent execution and project management skills, including attention to detail, organizational skills, ability to balance the big picture with detailed steps to reach the end goal, and ability to balance multiple projects under tight deadlines.

Leadership skills:

- Motivates, inspires, and moves other adults to action to achieve ambitious goals.
- Skilled at re-envisioning, building, and managing a team, especially in a time of growth and change; excellent at identifying talent and taking advantage of each person's skills and contribution to team effort.
- Builds and maintains positive relationships with individuals and groups.
- Moves groups to consensus and resolves conflicts. Exhibits willingness to have difficult conversations.
- Builds coalitions and works collaboratively with diverse stakeholders at all levels, including but not limited to district personnel, students, families, communities, and/or advocacy groups.
- Establishes clear expectations, deliverables and deadlines.

- Sets clear agendas and facilitates effective meetings.
- Ability to train, supervise, and evaluate staff from different cultural backgrounds and skill sets.

Filing Deadline: Posted until filled

Salary: Commensurate with experience

Length of work year: Twelve (12) Months

Effective Date: August 1, 2014

Method of Application: All interested candidates should submit a current resume via e-mail to: ddonaldson@eaaofmichigan.org